



Arkansas Department of Education

Division of Elementary and Secondary Education

Johnny Key, Secretary

Dr. Ivy Pfeffer, Deputy Commissioner

Stacy Smith, Deputy Commissioner

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CONTACT: Kimberly Mundell

PHONE: (501) 683-4788

kimberly.mundell@ade.arkansas.gov

U.S. Department of Labor Approves Arkansas Teacher Residency Apprenticeship Program

LITTLE ROCK — The Arkansas Department of Education is pleased to announce that the U.S. Department of Labor recently approved the Arkansas Teacher Residency Apprenticeship Program, making it one of only eight in the country to receive the national designation.

Arkansas' program, which is designed to increase the teacher pipeline, is one pathway through the Arkansas Teacher Residency Model. Through the apprenticeship program, which will launch next fall, participants will serve as apprentices at schools while earning a wage. Upon completion, the apprentice will have a four-year degree, a teaching license, and a nationally-recognized apprenticeship certification.

U.S. Department of Labor program approval allows the state to use \$2.2 million in federal apprenticeship dollars to cover tuition costs up to \$12,000 per participant in Levels 3 and 4 (juniors and seniors) and to pay \$2,500 per semester for master or lead designated teachers who will serve as journeymen and mentor the apprentices. ADE's program will fund up to 100 apprentices in Levels 1 and 2 (freshmen and sophomores) and an additional 100 in Levels 3 and 4.

"We are excited to be among the few states that are offering an apprenticeship pathway to becoming a teacher," ADE Secretary Johnny Key said. "This program serves as another great opportunity to recruit and retain exceptional teachers. Master or lead teachers can share their expertise with apprentices, and apprentices who complete the program will hold a teaching license in addition to a nationally-recognized apprenticeship certification. The program is a win-win for everyone."

Partners joining ADE to implement the program include education service cooperatives, school districts, and educator preparation programs. ADE will serve as the sponsor for the program by reviewing and approving applications from potential participants and districts and will allocate funds to education service cooperatives. Education service cooperatives will work with the master or lead designated teachers to record apprentices' progress toward completing the program and will subgrant the funds to journeymen and educator preparation programs.

Educator preparation programs will work with school districts to align programs to the needs of districts, as well as provide a pipeline of qualified students for the program. They also will provide related technical instruction to meet the requirements of the apprenticeship program.

Districts will select and hire apprentices to fill current needs within the district, as well as provide 10 to 20 hours of face-to-face assistance for students. The salary will be a progressive wage starting at \$15 an hour and will include benefits and credit toward teacher retirement. Districts also will provide a master or lead designated teacher to mentor the apprentice.

ADE will host six trainings for districts, education service cooperatives, and educator preparation programs. To learn more, visit <https://bit.ly/3EJxiR>. To learn more about the program, visit the Arkansas Teacher Residency Model webpage at <https://bit.ly/3O8UmJy> or <https://bit.ly/3UQMAGI>.

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